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Pooled CFA for wellness perception, emotional intelligence, spiritual intelligence and counseling self-efficacy and self development of counselor trainee

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ARTICLE INFO	ABSTRACT
Article history:	Pooled confirmatory factor analysis (CFA) for wellness perception (PK) emotional
Received: 14 February 2017;	intelligence (KE) spiritual intelligence (KS) counseling self-efficacy (EKK) and self-
Received in revised form:	development (PD) of the public university's counselor trainees were done using
28 March 2017;	IBM AMOS Version 21.0. A total of 208 respondents, who are trained counselors from
Accepted: 16 April 2017;	Bachelor Degree in Counseling, was involved in the research which currently undergoing
	internship training. needs to validate all the latent construct measurement model for
Keywords	unidimensionality, validity and reliability.
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Wellness Perception Emotional intelligence Spiritual intelligence Self-development

Introduction

In this study, researchers will produce Pooled CFA for variables Such as for wellness perception, emotional intelligence, spiritual intelligence and counseling self-efficacy and self-development. The exogenous variables are wellness perception, emotional intelligence spiritual intelligence and counseling self-efficacy and self-development are endogenous variables. In this sense, the CFA considered a common modeling approach that is designed to test the hypothesis about the structure factor for some interpretation of prophecy (Loehlin, 2004). More importantly, on CFA the theory is the first in which allowed the researchers to test the theory to see how to build a systematic constructs represent latent variables (Hair et al. 2009). There are several theories and models are used as a guide in this study include perceived welness Adams (1997) based on the theory of Adlerian Theory. Emotional Intelligence (Mayer & Salovey, 1997), Theory of Spiritual Intelligence Zohar & Marshall (2000), Social Cognitive Theory Bandura (1986) and Model IDM Stolternberg, McNeill and Delworth (1998).

SEM is an authentication technique that is a concern to researchers today (Hair et. al., 2006). Some goodness of fit indices were used to evaluate the fit model proposed in the study with the data. The literature reports a number of index size matching that are often used as a benchmark in determining the goodness of fit of a model, including chisquare $(\chi 2)$), root mean-square error of approximation (RMSEA) (Bollen, 1989; Browne & Cudeck, 1993; Hair et al., 2006; Hu & Bentler, 1999), tucker-lewis index (TLI) dan normed fit index (NFI) (Hair et al., 2006; Hu & Bentler, 1999), dan comparative fit index (CFI) dan normed chi-square (χ^2/df) (Hair et al., 2006).

According to Zainudin Awang (2011, 2012, 2014, & 2015) and Hoque & Awang (2016) Bakar et al. (2016) latent constructs measurement model must pass three types of validity such as construct validity, convergent validity and

discriminant validity. Construct validity was assessed through measurements of fitness indexes of the model. Convergent validity is assessed through the Average Variance Extracted (AVE) and the discriminant validity summary index. According to Kline (2005) convergent validity is a set of items (indicators) to measure the construct. It can be measured through tests (AVE), according to Fornell and Larcker (1981) AVE high >0. 5 showed a high convergent validity.

Hair et al., (2009) states that the convergent validity should be tested by assessing the individual item factor loading where high loading factor ≥ 0.5 per convergent construct validity showed high and this leads to a certain construct latent variables have been dropped from the event got the result <;0. 5. Next, to reliability are sufficient to assess Composite Reliability (CR) replaces the traditional values of Cronbach Alpha for analysis using Structural Equation Modeling (SEM) (Kashif et al, 2015, 2016 ;. Noor et al., 2015). Latent constructs considered valid when the index reached correspondence fitness model according construct validity, convergent validity and discriminant validity. Construct validity was assessed through measurements of fitness indexes of the model. Convergent validity is assessed through the Average Variance Extracted (AVE) and the discriminant validity summary index. According to Kline (2005) convergent validity is a set of items (indicators) to measure the construct. It can be measured through tests (AVE), according to Fornell and Larcker (1981) AVE high >0. 5 showed a high convergent validity.

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Modeling (SEM) (Kashif et al, 2015, 2016; Noor et al., 2015). Latent constructs considered valid when the index reached correspondence fitness model according to three categories: Absolute Fit, Parsimonious Fit and Incremental Fit (Awang, 2011; 2012; 2014; 2015).

Research objective

The analysis continued to implement Pooled CFA and SEM to construct wellness perception, emotional intelligence, spiritual intelligence and counseling self-efficacy and counselor trainee self-development.

Literature Studies

Wellness

In this study, the focus is more on the perception of wellness. Wellness is seen through multidimensional, building salutogenic that need to be viewed, measured and interpreted in accordance with the views of the integrated system (Adams et al., 1997). Wellness is seen to be defined as the sense that a person is living in a way that allows experience, consistently balanced growth in the dimensions of emotional, intellectual, physical, psychological, social and spiritual human existence.

Wellness is dynamic and an inter-dimensional and constantly fluctuating. In their study, (Adams et al., 1998) found that individuals who give priority to wellness are seen physically healthy, have a greater sense of meaning and purpose in life, expect that positive things will happen in their lives, no matter in any event, is more in touch with family or friends, is more secure and happy with who they are nevertheless connected, and intellectually they are very intelligent and energetic.

In addition, Myers et al., (2000) suggest using wellness theory model and assessment to develop a personal wellness plan in order to support the efforts of individuals achieving their wellness. The individual is encouraged to identify areas where their wellness scores were lower and make plans to improve areas of weakness in their efforts to improve their wellness. They also can select the fields that they have a higher score to improve the wellness of their more holistically. Highlights of the theory of study and definition of wellness show that some models include the same five components of emotional, intellectual, physical, social, and spiritual wellness.

Although the definition of each dimension may vary on each model, the ideas presented in the model can be integrated into a comprehensive definition for each dimension. Dimensions which are less frequently cited in the literature for example psychology and work, can be considered as separate dimensions or can be included in the dimension core. Meanwhile, (Adams et al., 1997) defines mental health as if together with other dimension of emotion model. Therefore, including the psychological wellness as a separate dimension of wellness is not necessary.

Emotional Intelligence

The theory of emotional intelligence capabilities are divided into capabilities model and mix model. The model was developed by ability (Mayer & Salovey, 1997) which has put forward the concept of emotional intelligence as a set of capabilities in terms of mental or cognitive. Theory of Emotional Intelligence Capabilities to see emotional intelligence as mental capacity because, according to this theory, emotional intelligence involves the cognitive processes including appraisal and expression of emotion, assimilate emotion in thought, understand emotions and emotional regulation and management. While the mixed model developed by Goleman (2001a), Bar-On (2000), Cooper & Sawaf (1997) in Maria (2008), which put forward the concept

of emotional intelligence as a set of capabilities that mixes, that combines the capabilities of cognitive and non-cognitive traits of personality and social skills. Describing the emotions or emotional response is the most basic, the area that has to do with the response of the non-verbal and emotional expression. Evolutionary biologists and psychologists have shown that emotional expressions evolved as a form of social communication are important. Facial expressions such as happiness, sadness, anger, and fear, is universally known in humans. Using emotions to facilitate thinking. This is the emotional capabilities to get inside and guide the cognitive system and encourage thought (Mayer, 2001). For example, cognitive scientists stressed that emotion prioritizes thinking. In other words something that we respond to the emotions, is something that caught our attention. Have a good system to input emotion, should help thinking further towards things that are really important (Mayer Salovey, 1997). Understanding emotions involve cognitive processing of emotional and cognitive at this stage that ready to understand and act for emotional reasoning (Mayer et al, 2000). Emotions act in conveying information, for example happiness usually indicates a desire to join the others or the requirement for a meeting with other individuals while anger showed no intention of attacking or injuring others, and afraid to show a desire to escape, and so on. Managing emotions is the highest branch of emotional intelligence. This is because emotions can ultimately be managed. One should understand the emotions first before presenting the information. To the extent that it is under the control of oneself, one might want to remain open to emotional signals as long as they are not too painful. Supporting the importance of emotional intelligence and trainee counsellors' personal development is the study by (Martin et al., 2004).

Studies conducted by researchers proved that emotional intelligence is an important element in determining the success of an individual in the field of counseling (Martin, Easton, Wilson, Takemoto, & Sullivan, 2004; Matthews, Zeidner, & Roberts, 2004; Siti Balqis 2011; Parveen and M. Shafiq 2014). According to them the skills needed by the professional counselor is to have a unique attitude in managing emotions and the emotions of a client.

Spiritual Intelligence

Spiritual intelligence is a very normal intelligence and is very affective for an individual, but Wigglesworth (2012) state that he believes this intelligence is the most critical intelligence faced by someone. It is built on emotional intelligence and take us to the next level. He defines spiritual intelligence as the capabilities to act with wisdom and compassion, while maintaining internal and external security, regardless of the situation. He has studied 21 spiritual intelligence that can be measured in terms of "skills" or "efficiency" which is part of this capability. This includes things such as "awareness of his own views," "the complexity of the inner thoughts," "mutual awareness of life," "take care of yourself and be responsible," and "an agent of change who wisely and effectively." Thus any significant skills can be learned through practice and developed through stages and clearly defined. Spiritual Intelligence theories and models from the Islamic Perspective according to Zohar and Marshall (2000) defined as a state of spiritual intelligence quotient which is the foundation to the functioning of the intellectual and emotional intelligence effectively. Spiritual intelligence is a supreme intelligence, which is complementary to the intellectual and emotional.

Combination of emotional intelligence, intellectual and spiritual can make a person function properly. When the spiritual intelligence can be developed within the trainee counselors, then the positive signs will exist in themselves.

Counseling Self Efficacy

According to Albert Bandura, self-efficacy is "the belief in one's capabilities to develop and implement the necessary measures to manage the situation to be faced." In other words, self-efficacy is a person's belief in his capabilities to succeed in a particular situation. Bandura described these beliefs as determinants of how people think, behave, and feel (Bandura, 1994). Bandura (1986) defines self-efficacy as well as the terms "human judgment of their capabilities to organize and implement the necessary measures to achieve something that is prescribed". According to Bandura, self-efficacy is "not concerned with the number of skills you have, but by what you believe you can do with what you have under various conditions." Faith often, at least in part, determine how people think, feel, and act in certain situations (Bandura, 1997; 1994).

Larson and Daniels (1998) suggest referring to the counselors' belief about their capabilities to perform the behaviors related to counseling or to negotiate, especially in clinical situations. counseling self-efficacy has been adapted from the theory of self-efficacy Bandura found in Social Cognitive Theory (SCT) Bandura. Self-efficacy is defined as "the extent to which individuals feel confident in carrying out a task" (Bandura, 1986). Bandura (1994) states that the selfeffectiveness or self-efficacy is influenced by the individual himself, his behavior, and environment. Self-efficacy determines how hard a person will aspire to pursue their goals and how much effort will be used, it will also form the expected results (Bandura, 2004). He is directly and indirectly affect the behavior, beliefs objectives, the expected results of the behavior, and how these factors affect the environment seen (Bandura, 2004). A definition counseling self-efficacy by (Larson and Daniels, 1998) states that "the belief held by individuals about their capabilities to effectively treat their clients". It is the belief of the individual's capabilities to be effective to the customers in the near future and are key determinants of effective counseling. Literature that explores the counseling self-efficacy has yielded results as consistent with an increase in self-efficacy, as well as a counselor working to implement counseling skills (Larson et al, 1999; Larson et al, 1992; Lent et al, 2003; Nutt Williams; Wan Marzuki Wan Jaafar et al., 2011). Thus, the concern will decrease among counselors that are trained as a counselor, when they increased self-efficacy (Johnson et al, 1989; Larson et al, 1992; Larson et al, 1999 ;. Lent et al, 2003).

Methodology

The study will also focus on develop pooled CFA research model and SEM. The study was conducted in five public universities. Among the universities involved in the study is the International Islamic University Malaysia (IIUM), University Utara Malaysia (UUM), University Science Islam Malaysia (USIM), University Malaysia Terengganu (UMT) and University Malaysia Sarawak (UNIMAS). Election of 208 respondents were involved and this was according to the number of samples recommended by Hair of 200 people. This number exceeded the required sample size in regression analysis based on the formula of power Cohen (1992). Stratified random sampling techniques were used in determining the sample. Data analysis in this study has been carried out using the Statistical Package for Social Sciences (SPSS) and AMOS (IBM SPSS_AMOS Version 21.0).



Figure 1. Pooled CFA. Table 1. The Fitness Indexes indicate the fitness of the construct to the data from the field

construct to the data from the field.								
Name of category	Name of	Index	Comments					
	index	value						
1. Absolute fit	RMSEA	0.071	The required					
			level is					
			achieved					
2. Incremental fit	CFI	0.939	The required					
			level is					
			achieved					
3. Parsimonious fit	Chisq/df	2.058	The required					
			level is					
			achieved					

Table 2. The CR and AVE f	for the main construct.
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Construct	Sub-	Factor	CR(>0.6)	AVE(>0.5)	
	Construct	Loading			
KE	Ke1	0.81	0.897	0.686	
	Ke2	0.85			
	Ke3	0.87			
	Ke4	0.78			
KS	Ks1	0.81	0.925	0.755	
	Ks2	0.83			
	Ks3	0.92			
	Ks4	0.91			
EKK	Ekk1	0.82	0.915	0.684	
	Ekk2	0.88			
	Ekk3	0.75			
	Ekk4	0.84			
	Ekk5	0.84			
PK	Pk1	0.68	0.898	0.596	
	Pk2	0.73			
	Pk3	0.69			
	Pk4	0.81			
	Pk5	0.83			
	Pk6	0.87			
PD	Pd1	0.81	0.895	0.741	
	Pd2	0.87			
	Pd3	0.90			

With reference to the Average Variance Extracted (AVE) and Composite Reliability (CR) values in Table 9 above, the study found all AVE and CR exceed their respective threshold values of 0.5 and 0.6 respectively (Zainudin Awang, 2011, 2012, 2014, & 2015). Thus, the study can conclude that the Convergent Validity and Composite Reliability for all latent constructs in the pooled CFA have been achieved.

Table 3. The Discriminant Validity Index Summary.

	KE	KS	EKK	PK	PD	
KE	0.83					
KS	0.29	0.87				
EKK	0.56	0.65	0.83			
PK	0.47	0.48	0.63	0.77		
PD	0.56	0.31	0.58	0.57	0.86	
sessment of Discriminant Validity						

The Assessment of Discriminant Validity among Constructs

The Discriminant Validity Index Summary is presented in Table above 3. The diagonal values in bold are the square root of the AVE of the respective constructs while other values are the correlation between the respective pair of constructs. The Discriminant Validity of the respective construct is achieved if the square root of its AVE exceeds its correlation value with other constructs in the model. In other words, the Discriminant Validity is achieved if the diagonal values (in bold) are higher than any other values in its row and column (Zainudin Awang, 2014, 2015; Zainudin Awang et al.,2015; Kashif et al.,2015, 2016). The tabulated values in Table above meet the threshold of Discriminant Validity. Thus, the study concludes that the Discriminant Validity for all constructs is achieved.

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Variable	min	max	skew	c.r.	kurto sis	c.r.			
Pd1	4.000	7.000	155	911	341	-1.003			
Pd2	4.000	7.000	338	-1.991	.119	.351			
Pd3	4.000	7.000	219	-1.292	277	814			
Pk1	3.000	7.000	521	-3.069	.659	1.939			
Pk2	2.000	7.000	648	-3.818	1.840	5.418			
Pk3	3.000	7.000	534	-3.142	.821	2.418			
Pk4	3.000	7.000	375	-2.208	.466	1.372			
Pk5	3.000	7.000	328	-1.933	.556	1.636			
Pk6	3.000	7.000	032	189	.063	.185			
Ekk5	3.000	7.000	503	-2.963	.105	.309			
Ekk4	3.000	7.000	826	-4.862	.788	2.319			
Ekk3	3.000	7.000	919	-5.414	.729	2.145			
Ekk2	3.000	7.000	-1.060	-6.239	1.624	4.780			
Ekk1	3.000	7.000	-1.010	-5.946	1.534	4.517			
Ks4	1.000	7.000	962	-5.665	1.837	5.409			
Ks3	1.000	7.000	993	-5.846	2.454	7.225			
Ks2	2.000	7.000	483	-2.844	.772	2.274			
Ks1	3.000	7.000	580	-3.417	.266	.782			

Table 4. Assessment of Normality

The values of skewness for all variables in the model fall within the range between -1.5 and 1.5 which means their distribution does not depart form normality (Awang, 2014, 2015; Kashif et al.; 2016). Thus, the data distribution meets the requirement of normality distribution for employing the parametric statistical analysis.

.237

.402

-.476

-.407

-1.398

-2.369

-2.803

-2.396

-.106

.119

.821

.094

137.9

79

-.312

349

2.416

.276

30.61

8

Description of the Trainee Counselors Self Development and the correspondence model

Once the CFA report is complete and all the values meet the limits required for validity and reliability, researchers can conclude that the measurement model for all latent constructs involved has validity (Zainudin Awang, 2012; 2014; 2015). Then, the next step for the researchers is to compile this construct into the model structure for implementing the Structural Equation Modeling (SEM). Constructs should be arranged from left to right, starting with building (left) followed by (right) (Awang, 2015). Then, based on the hypothesis, researchers need to connect exogenous construct using single headed arrow to get endogenous construct. Finally, all exogenous constructs connected using the double headed arrow in Figure 4.5.

Value (r^{2}) = 0.83) showed a good model for exogenous construct wellness perception, emotional intelligence, spiritual intelligence and counseling self-efficacy can measure the endogenous constructs of self-development by 83%. At the same time, fitness indexes all of the criteria and factor loading is high (above 0.6), clearly shows that the resulting model is fit with the survey data. Index matches are displayed in the lower right corner of Figure 1.

The Structural	Model	and	Structural	Equation	Modeling
(SEM)					



Figure 2. The Standardized Path Coefficient between constructs in the model.



Figure 3. The Regression Coefficient between constructs in the model.

Table 5. Path Coefficient between construct and its significant. Covariances: (Group number 1 - Default model).

		Estimate	S.E.	C.R.	Р	Result
<>	PD	.273	.044	6.212	***	Significant
<>	PD	.351	.055	6.323	***	Significant
<>	PD	.277	.045	6.219	***	Significant
<>	PD	.221	.039	5.715	***	Significant
	<> <> <>	<> PD <> PD <> PD <> PD	Estimate <> PD .273 <> PD .351 <> PD .277 <> PD .221	Estimate S.E. <> PD .273 .044 <> PD .351 .055 <> PD .277 .045 <> PD .221 .039	Estimate S.E. C.R. <> PD .273 .044 6.212 <> PD .351 .055 6.323 <> PD .277 .045 6.219 <> PD .221 .039 5.715	Estimate S.E. C.R. P <> PD .273 .044 6.212 *** <> PD .351 .055 6.323 *** <> PD .277 .045 6.219 *** <> PD .221 .039 5.715 ***

Table 6. The Regression Weights between constructs and its significance Regression Weights: (Group number 1 - Default model).

			Estimate	S.E.	C.R.	Р	Result
PD	<	РК	.315	.053	5.966	0.001	Significant
PD	<	EKK	.207	.073	2.849	.004	Significant
PD	<	KS	.249	.080	3.129	.002	Significant
PD	<	KE	.190	.083	2.293	.022	Significant

Ke4

Ke3

Ke2

Ke1

Multivari

ate

4.000

4.000

3.000

4.000

7.000

7.000

7.000

7.000

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Result

Conclusion

Overall, based on the statistical inference results was produced. The findings show that the perception of wellness, emotional intelligence, spiritual intelligence and self-efficacy have significant influence on the self-development of trainee counselors. The information generated in this study can serve as a guide and reference to design and implement intervention programs or counseling students' development activities. The study also produced trainee counselors' model of personal development. The resulting model is commensurate with the survey data. Therefore, this study will contribute to the construction of a model relating the variables studied in the Malavsian context. From a methodological point, AMOS is first used to study the development of self-development of trainee counselors in the country have contributed to a new literature review methods. Next, future studies can be guided by the resulting model to develop personal development study modules.

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